



ANCHOR POINTS



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SPECIAL ADDITION

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PUBLIC WORKS HUMAN RESOURCES Q&A #1

Q: What is Involuntary Early Retirement? Under what conditions might someone be placed into this situation?

A: There is nothing called an Involuntary Early Retirement. There is something called Discontinued Service Retirement (DSR). If an employee is eligible for an "Early-Out" retirement but does not take it (nor is one offered), and is separated in a RIF, he or she may apply for a DSR with OPM. Retirement benefits are the same as if they had taken an Early-Out. Under a DSR, if you return to Federal employment, you are a regular employee (annuity stops). Under an Early-Out, you return as a re-employed annuitant (salary is offset by annuity).

Q: Is the "commuting area" defined as a 50-mile radius from USNA? At what point, assuming RIF notices are delivered, would employees be considered for placement outside the commuting area?

A: The commuting area is defined (for PPP purposes) as the distance from the employee's residence to their job site; there is no longer a set 50-mile radius commuting area. The area of consideration for placement through PPP can expand every 60 days after registration if 120-day RIF notice is given.

Q: Can an employee separate with Severance Pay upon receipt of a RIF notice?

A: No. An employee will only be separated at the end of the RIF notice period. Most employees will be eligible for Severance Pay upon separation.

Q: Can adverse action as a result of a RIF notice begin prior to 120 days of the receipt of the notice?

A: No matter the length of the notice period (30, 60, or 120 days), no adverse RIF actions (i.e., downgrades, separations), can occur prior to the end of the notice period.

Q: If an employee applies for either job currently being offered by the Hospital or Alumni Hall, can he or she be bumped out as a result of a RIF?

A: Yes and no. The Hospital is not part of the USNA Command and therefore is a separate competitive area; it is not impacted by any RIF action taken at the USNA. Any job at the USNA has the potential to be impacted by a RIF – it all depends on the qualifications and employment history of a given employee.

Q: If I receive a VSIP, can I go to work for the contractor without penalty?

A: Yes.

Q: What is the "Interagency Transfer Program" and will this assist me as priority placement becomes mandatory?

A: There is a program called the Interagency Career Transition Assistance Program (ICTAP). This is a voluntary program by which Federal employees scheduled for adverse RIF impact may seek out and apply for other Federal jobs and receive priority consideration for the jobs for which they apply. An employee must find the vacancy, submit an application, and include a copy of his or her RIF letter as part of the application. It is not a mandatory program for either the applicant or the agency filling the vacancy.

Q: How soon might PPP placement offers be made after RIF notices are delivered?

A: Placement offers can be made as soon as one registers on PPP.

Q: How do I stay at USNA if I don't want to be placed through PPP, but want to wait until the end and separate either with a VSIP or Severance Pay?

A: If you are not eligible to receive any type of retirement annuity, your registration on PPP is mandatory. If you are offered a job, you must accept it or be removed from PPP. If you are removed from PPP and are then later separated through a RIF, you are prohibited from receiving Severance Pay. You may, however, be eligible for VSIP if it is offered.